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Understanding and managing diversity

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Pearson+ offers a comprehensive learning platform with eTextbooks, videos, and study tools in one intuitive interface. Students can tailor their learning experience by using enhanced search, audio, and flashcards. The Pearson+ app allows students to access resources without Wi-Fi, making it convenient for studying anywhere. This platform is accessible through subscription or MyLab/Mastering courses. For undergraduate and graduate human resources courses, Understanding and Managing Diversity provides a diverse approach to understanding and managing diversity in the workplace. The book explains how diversity can be utilized as an organizational asset using various applications. It also offers expertise from experienced instructors and practitioners, providing students with a wide range of perspectives on diversity topics such as racial identity, work-life balance, diversity leadership, and workplace communication. The program aims to enhance teaching and learning by presenting information in a logical and accessible format. It includes timely diversity topics and stimulates critical thinking about managing diversity through best practices examples. The platform features 500,000+ book access, restored by Amazon publishers. Diversity is now a highly debated topic in today's workplace as it was four years ago when the second edition of this book was published, due to changes in demographics, global business, and technological innovation. A more diverse workforce brings numerous benefits, but failing to manage this new dynamic can lead to costly lawsuits and reputational damage. Our contributors represent a diverse range of disciplines, including sociology, history, and English. Teaching diversity-related courses can be challenging for instructors, as these topics often provoke strong reactions from students, require high levels of student engagement, and push instructors to confront their own biases. Scholars have differing opinions on what constitutes diversity and how it should be addressed in textbooks. Some focus solely on primary dimensions such as race, gender, ethnicity, age, and sexual orientation, while others expand the definition to include secondary dimensions like religion, social class, communication style, and family status. We aimed to address these challenges by gathering insights from experts in the field – instructors and trainers who teach diversity courses. We compiled data from over 50 syllabi and reviewed our second edition with professors who used it in their classes. This feedback informed extensive revisions to the content, organization, and approach of this edition. The new material is divided into three logical sections: Individual Perspectives, Group Identity Perspectives, and Organizational Perspectives. The Instructor's Manual provides an analytical framework that incorporates critical thinking skills, helping instructors develop their own perspectives on diversity and its complexities. In response to instructors' requests for more comprehensive exercises, we have expanded our material by incorporating fifteen new and revising four existing ones from the previous edition. Our analysis of course syllabi revealed that there isn't a single authority on diversity, which is appropriate given its inherent need for multiple perspectives. We've reprinted classic essays by prominent authors like Bennett, McIntosh, Sowell, Tannen, Thomas, and Ely. New content includes material on ethics, the business case for diversity, intercultural communication, media studies, first-person accounts of experiencing diversity, Web-based exercises, and diversity in NAFTA countries. Each section now begins with learning outcomes and concludes with a capstone reading or exercise to assess student achievement. Furthermore, we've prepared an instructor's manual that includes sample syllabi, teaching tips, website resources, and suggested video resources, available through your Prentice Hall sales representative. As instructors, you play a crucial role in transforming organizational culture to better reflect the values of a diverse workforce. Key skills needed include understanding diversity concepts, recognizing their presence across all aspects of management, self-awareness regarding personal biases, prejudices, and stereotypes, and a willingness to challenge and change institutional practices that hinder different groups' progress. While it might be tempting to seek a simple formula for addressing diversity issues, given its complexity and multifaceted nature, there is no straightforward approach. Instead, advice and strategies are offered to guide instructors through the intricacies of managing diversity effectively in their classes. Effective management in diverse settings demands an understanding that one-size-fits-all solutions won't work across all contexts. Good management, while crucial, is not enough; it must be accompanied by a deliberate effort to embrace and value diversity. This involves recognizing and overcoming biases, whether cultural or institutional, to create an inclusive environment. The first step in achieving this is acknowledging the need for diverse skills within your workforce. Specify in job descriptions the importance of working effectively in diverse environments, showcasing your commitment to inclusivity from the outset. Ensure that your recruitment process actively targets underutilized groups and makes good faith efforts to attract a diverse pool of applicants, focusing on transferable skills rather than prior experience alone. In interviewing candidates, remember that prior experience does not guarantee success. Use a panel interview format with a diverse committee to bring different perspectives to the selection process. This approach helps eliminate bias and ensures that all candidates are assessed fairly. Additionally, consider the communication styles you prefer and the potential biases they may reflect. Sometimes, what we see as desirable qualities in candidates can be more about our personal preferences than the actual job requirements. Be aware of these stereotypes and actively work to overcome them. Lastly, ensure that accommodations are made for disabled applicants, demonstrating a genuine commitment to inclusivity.